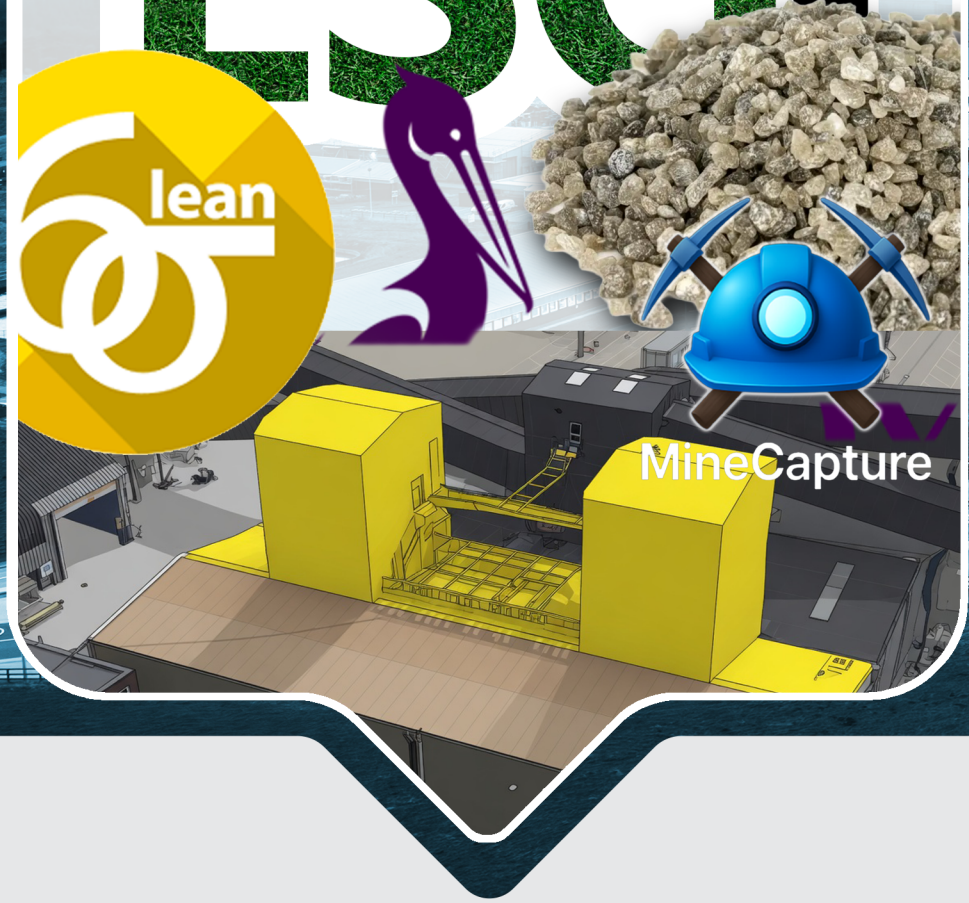
BOULBY AND TEESDOCK

TIMES

May 2026



SAFE
CERTAIN
SUSTAINABLE

Follow us on:

Get up to speed with the latest news and stories from Boulby and Teesdock sites by taking a look at this month's highlights.

ICL BOULBY AND TEESDOCK

The home of

POLYSULPHATE®

A Message from Grahame

- Grahame Wallace
VP and General Manager



" Welcome to the May edition of the Boulby & Teesdock Times once again packed with a variety of stories covering celebration, recognition, commitment, and information!

First safety and our excellent start to the year continues with NO lost working day cases this year across our two sites. An enviable achievement considering the hazards that exist in Underground, Surface, and our Dock operations. What has got us to this position? Well ultimately it has been you our workforce with reinforcement of positive behaviours and actively tackling hazards as they arise in the work area. In summary we have developed a safety culture where "we are all responsible for safety!"

What next? Well as I explained during recent quarterly Townhalls it's making QUALITY as equally as important as SAFETY and achieving a quality culture where "we are all responsible for quality". To achieve this quality management and quality ownership must move to the operations team allowing dynamic decision making with appropriate equipment and training creating an enabled and empowered workforce. Consistent good quality products are vital to any successful business and responding to customer concerns is vital. A great example being recent shipment of 32kt of Poly Std to India where additional moisture controls were added in the process following concerns raised on previous shipment. The outcome was moisture levels well below the customer criteria and of course within chemical specification and as such I look forward to receiving nothing but positive comments when it berths. It's not just about pleasing and maintaining our existing customer base, quality is as equally important in attracting new customers. One such new customer is the supply of Pot+ 37% to Brazil with the first shipment of 14kt being loaded this week at Teesdock and a further 20kt in production at the Pot+ Plant with both teams at Boulby and Teesdock focused on achieving exacting customer requirements. Are you aware of the quality requirements within your role? What are your customer requirements? We all have customers!

One rewarding aspect of my role is meeting and recognising the many individuals that are making a difference within our business, and it was great to meet and listen to Gary Bennison and Lewis Gawthorpe about their individual contributions that has resulted in awarding of Lean Six Sigma yellow belt accreditation. Both recognised opportunity for either efficiency improvement or cost reduction and following the lean six sigma training were enabled and coupled with the management support in their work areas were empowered to make a difference. Our Lean Six Sigma journey continues with implementation on the whole completed and the continued focus on embedding where everyone via the 'toolkits' that they received enabled to contribute towards a culture and mindset of continuous improvement. What projects are taking place in your areas?

In the March edition I referenced that ICL's theme for 2026 was AI with the focus on how AI can work for us with AI as our engine multiplying effort and intelligence. Enclosed is a great example of where Phil Welsh has seen an opportunity for application of AI to develop an Android application that benefits the Geology, Drilling and Production teams. I saw his passion the other day explaining to the shift team the new application and I know he is already looking at what's next! Thanks Phil a real example of where AI can be applied in our business.

Enjoy this month's edition and articles and remember if there are stories that aren't covered shout up!

"

QUESTION TIME FOR YOUR CHANCE TO WIN A £50 LOVE2SHOP VOUCHER

To be in with a chance of winning, answer the following question
(answer can be found in this edition of the B&TT)

WHAT DOES THIS ACRONYM STAND FOR?

T.I.L.E

Send your answer to: **competitions@icl-group.com**

Congratulations to the 4 winners of the golf day in aid of GNAAS :

THOMAS ILEY
KEVIN BROWN
JASON WOODS
LOUIS ROBSON

PEDALING FOR PROGRESS: A 1,000-MILE MISSION FOR GREAT ORMOND STREET HOSPITAL

MINECYCLE

An inspiring initiative by two dedicated individuals, Paul Freeman (formerly of Komatsu) and Dom Barraclough from Finch Consulting is taking place. These guys will embark on a 1,000-mile journey from Aberdeen to Falmouth over 14 days to raise funds for Great Ormond Street Hospital (GOSH) Children's Charity. Their journey, named MineCycle, is dedicated to supporting the construction of the Children's Cancer Centre at GOSH.

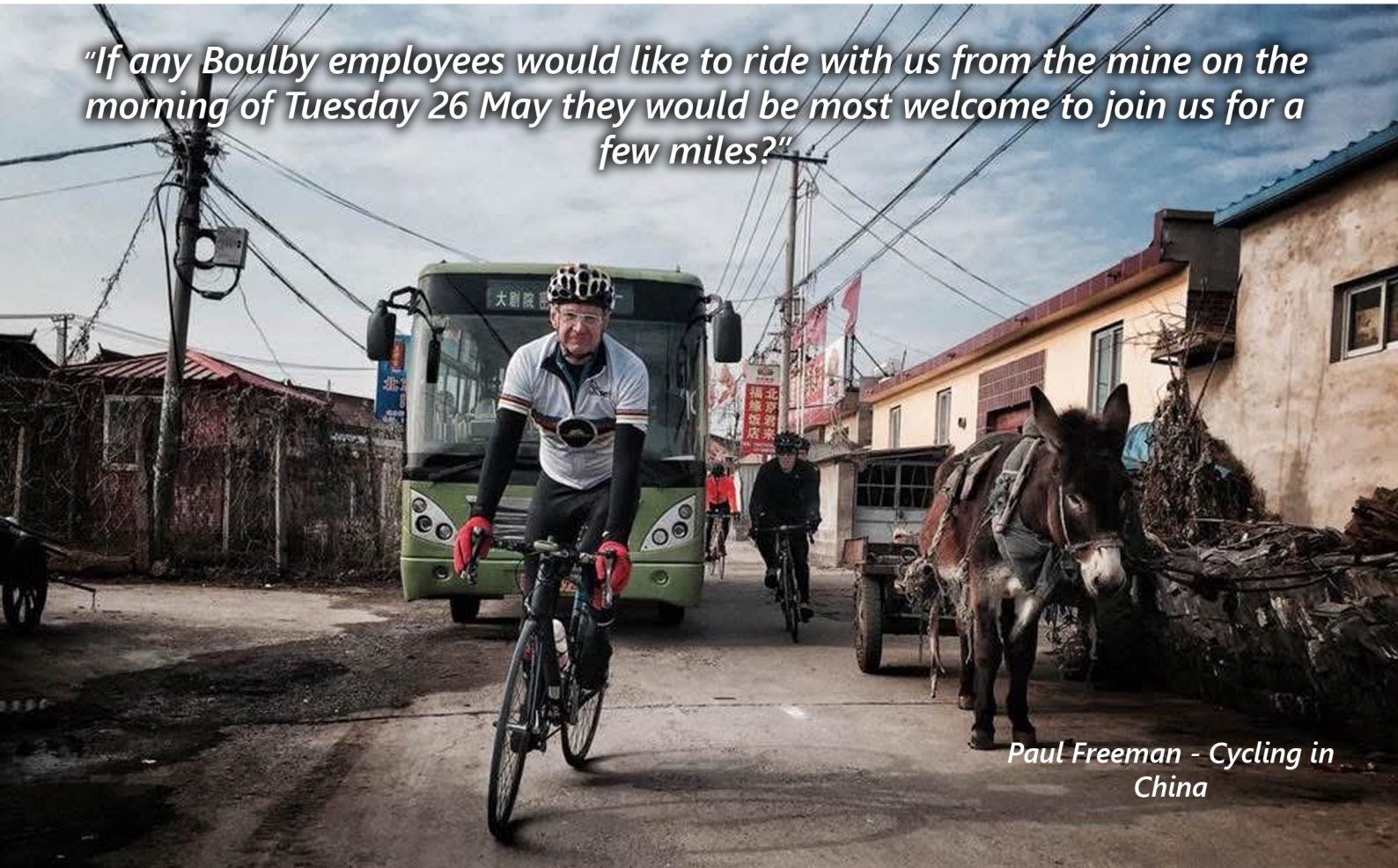
Starting at the end of May, Paul and Dom will embark on a journey through Britain's mining heritage and will visit current working mines taking in the zinc and polyhalite mines in the northeast to the lithium and tin mines in the southwest. Their route will also include stops at schools, colleges, mining museums and arriving at ICL Boulby on the morning of Tuesday the 26th May. This epic ride is not only to raise funds but also aims to inspire young people to consider mining as a career in the UK. By engaging with communities along the way, they hope to spark interest and educate others on the mining industry's crucial role within the community and the UK economy.

The funds raised will contribute to the Children's Cancer Centre at GOSH, to improve their treatment environment and in turn aid in recovery.

We invite you to support this worthy cause by donating through their JustGiving page by scanning the QR code at the top of the page. No amount is too small, and every pound will directly aid the construction of the Children's Cancer Centre. For more information, visit ***www.minecycle.co.uk.***

Let's cheer on Paul and Dom as they head to their final destination at the UK Mining Conference in Falmouth on June 10th and join us in supporting a cause that transforms lives and inspires countless futures.

"Paul and Dom said big thanks to all the team at ICL Boulby for such great support! Mining is so important for Britain's future and if we can together raise the profile of the industry with children and young people it will be a great initiative and serve us well for the future."



Paul Freeman - Cycling in China



MEXICAN DISTRIBUTORS EXPLORE THE HOME OF POLYSULPHATE

In April we welcomed visitors from Mexico, this trip was organised between Mark Allen, our Product Development Manager, and Mateo Martinez, ICL Mexico's Country Manager. The visit offered a unique opportunity for a group of Polysulphate distributors from Mexico to delve into the polyhalite and witness its application first-hand.

Exploring the Heart of Polysulphate Production
The visit aimed to provide our Mexican counterparts with an in-depth understanding of Polysulphate, our natural mineral product derived from polyhalite. The group, guided by Mark Allen and Paul Byrski, ventured underground to our mining operations, gaining insights into the extraction and processing of the mineral.

Connecting with Local Agriculture
Beyond the confines of the mine, the group visited local farms in Skelton and Yarm. Here, they engaged directly with UK farmers who use Polysulphate, exchanging ideas and experiences on its benefits and applications. The interaction underscored the adaptability of Polysulphate across various agricultural practices, further inspiring our visitors.

Impressions and Future Prospects
The group expressed their satisfaction with the visit, highlighting their deepened confidence in the benefits of Polysulphate. They gave their gratitude to ICL Boulby for the warm hospitality and support, which has solidified their commitment to developing Polysulphate in their respective territories.

Group Insights
The group consisted of representatives from several prominent Mexican companies, each focusing on distinct agricultural applications:

Isquisa: Primarily integrates Polysulphate into blends to enhance high-value formulas, with a focus on crops such as sugarcane, banana, maize, and agave.

AgriSmart: Utilizes Polysulphate mainly for silage corn and vegetables like chili pepper and tomato.

Grupo Impulsora: Combines Polysulphate with urea, DAP (Diammonium Phosphate), or MAP (Monoammonium Phosphate) to boost applications in maize, beans, and wheat.

Fertilizantes Vigor: Incorporates Polysulphate in blends for high-value formulas, targeting banana, papaya, and citrus.

Confiagro: Primarily uses Polysulphate in blends for potato, maize, peppers, tomato, broccoli, and other vegetables.

Zepromex: Focuses on Polysulphate applications for onion, peppers, and tomato.

The visit showcased the global potential of Polysulphate. We look forward to continued cooperation and innovation as we work together to enhance agricultural productivity worldwide.





Phil Welsh's AI-Powered "Mine Capture" Suite

As part of a drive towards digital data capture, Phil Welsh - *Senior Production Geologist* has been leveraging AI to develop "Mine Capture" - a suite of Android applications which allow operational data to be captured directly underground while offline, before automatically syncing to the cloud once Wi-Fi becomes available.

The Production Geology shift report is now completed digitally in the app and the face photography and geological mapping modules have replaced external software resulting in an annual saving of **£10,000.**

The Exploration Drilling app has enabled the Exploration Drilling Department to go paperless since March 2026 and provides detailed operational time analysis to support KPI reporting and continuous improvement initiatives.

The captured data feeds seamlessly into a custom relational database, which acts as the live source for a series of operational dashboards. One of these, the "Mine Faces" Dashboard, displays the latest face photographs for all active mining areas alongside geological mapping and roadway sections.

By assigning representative grade values to mapped rock types, the system provides real-time estimates of ore grade and quality. This allows operational and quality control decisions to be made at the right time and at the right level, without waiting for laboratory sample results.

Phil is currently developing a shift planning function within the dashboard which will allow production teams to assess the estimated grade of the planned shift production. This will help teams proactively adjust plans where necessary and provide earlier visibility of potential quality issues to downstream stakeholders.

The dashboard can be accessed on PC or saved to an Android device as a lightweight html file. This can be found at **W:\IOMP\Mine Faces Dashboard.html** for those with network access.

This is a great example of 'Outside the box' thinking, well done Phil.

Our EHS Team's Winning Spirit:

A Donation to Lifesavers from the Skies and Sea's

Two non-profit, charities have received a financial boost thanks to the 2025 ICL Global Environmental, Health, and Safety (EHS) Awards. The Great North Air Ambulance (GNAA) and Staithes RNLI are the fortunate beneficiaries, each receiving £567 from the awards.

The journey to this achievement began with the establishment of contractor forums at Boulby Mine, where contractors and EHS team members collaborate to enhance safety practices on site. These forums became a platform for sharing innovative ideas and addressing safety challenges, fostering a culture of continuous improvement. Members of our EHS Team—Vic Tosh, Andy Harvey, Bailey Wnek and Paul Medd—led these initiatives, working closely with on-site contracting companies to implement effective safety measures.

This Global EHS Awards, which recognises outstanding contributions to safety and innovation, awarded Boulby Mine for its Contractors Safety Initiatives. The project was selected from a pool of over fifty candidates from various units and sites, with fourteen quarterly winners competing. The thorough selection process highlighted the active engagement, creativity, and valuable contributions of all nominees to ICL's EHS culture.



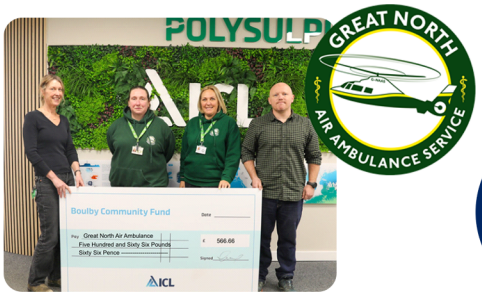
Members of our EHS Team - Vic Tosh, Andy Dowson and Paul Medd with the two organisations receiving award funds - Staithes RNLI and Great North Air Ambulance Service

The funds provided to these invaluable causes will support their vital community services. The GNAA delivers critical care and emergency response services across Northern England, utilising both rapid vehicles and helicopters to ensure the quickest possible response. Meanwhile, Staithes RNLI, part of the Royal National Lifeboat Institution, is dedicated to saving lives at sea.

The EHS Awards Committee expressed their gratitude to all participants and committee members for their dedication and insightful discussions. The committee also extended an invitation to join the 2026 EHS Awards program, encouraging further innovation and excellence in safety practices.

This collaborative effort not only highlights the achievements of Boulby's EHS team and contractors but also demonstrates the impact of their work, benefitting both the local community and these essential charitable organisations.

"Another excellent example of how everyone can work together towards a safer working environment" - Grahame Wallace







Meet Allan Bunn: From Army Engineer to Our New Shift Medic

Allan, originally from Dormanstown, lives in Redcar with his wife of three years and is a proud father of two.

Allan began his career at eighteen years old in the Army with the Royal Engineers, serving for eight years. After leaving and having some well-earned rest and recouperation, he found his path as an Industrial Firefighter with Falck Fire Services at Wilton International, where he progressed to Crew Commander. Later, he joined Mines Rescue with Triton at the Woodsmith Mine in Whitby, where he progressed once again and became Mines Captain within a year.

With nearly 20 years of experience, Allan has developed strong medical and rescue skills through a wide range of real-world incidents.

He learned about the role through Tim Dobson, whose positive experience as a Shift Medic at Boulby & Teesdock encouraged him to apply.

Now, Allan is covering D Shift and is looking forward to utilising his qualifications, experiences and knowledge to support the Boulby and Teesdock community.

From us all here, we wish you a warm welcome, Allan!

Since joining the business, Allan has hit the ground running, taking a proactive and data driven approach to improving workforce wellbeing. With insights provided by Leah, Boulby's HR Advisor, we have identified that Musculoskeletal conditions are a major contributing factor to absenteeism across the business, accounting for at least 25% of all absence cases.

As part of this initiative, he has introduced 'SAFE STEPS' a practical reminder for our workforce of how easily muscle strains can happen in everyday tasks. This initiative aims to raise awareness, promote safer working practices, and ultimately reduce the risk of injury.

Please see below for further guidance on how to avoid musculoskeletal injuries and support a safer workplace.

SAFE STEPS

AWARENESS TO PREVENT MUSCULOSKELETAL INJURIES FROM

MANUAL HANDLING, SLIPS, TRIPS & FALLS



1 - MANUAL HANDLING

Work areas present several manual handling challenges. Workers frequently lift heavy equipment, tools, and materials, often in awkward or confined spaces. Uneven or slippery ground, repetitive handling tasks, and fatigue from long shifts further compound the risks. These factors can result in back injuries, musculoskeletal disorders, muscle strains, ligament damage, hernias, and long-term joint wear and tear.

Safe Manual Handling Principles

T.I.L.E

Task: Assess if the task can be avoided or automated and evaluate whether the load is too heavy or awkward.
Individual: Ensure you are trained, physically capable, and not compromised by fatigue or injury.
Load: Determine if the load is heavy, sharp, hot, unstable, or bulky.
Environment: Check the ground condition and ensure good lighting.

CORRECT LIFTING TECHNIQUE AND CONTROL MEASURES

Proper lifting technique is crucial for safety. Plan the lift, keep your feet shoulder-width apart, bend at the knees instead of the back, keep the load close to the body, avoid twisting, and lift smoothly. It's important not to rush, not to lift more than you can handle, and never ignore pain.

To further reduce risks, use mechanical aids like trolleys and forklifts, employ team lifting when necessary, reduce load size and weight, rotate jobs to lessen repetition, provide regular manual handling training, and report early signs of strain.

2 - SLIPS, TRIPS & FALLS

Wet, muddy, or oily surfaces, loose rocks, cables, hoses, tools, uneven ground, unprotected edges, poor lighting, and inappropriate footwear are common hazards in mining. High-risk areas include access and egress points, walkways, stairs, processing plants, wash-down areas, underground roadways, and maintenance zones.

Adopt the "See it – Stop it – Sort it" approach to prevent STFs. Keep walkways clear, clean spills immediately, secure cables and hoses, fix uneven surfaces promptly, use handrails on stairs, wear slip-resistant safety footwear, and ensure good lighting.

Workers should avoid walking while distracted or taking shortcuts and must report hazards promptly. Maintaining personal responsibility by staying alert, maintaining good housekeeping, following site access routes, reporting hazards and near misses, and looking out for co-workers is crucial for safety.

Management plays a pivotal role by leading by example, ensuring training is up to date, positively reinforcing safe systems of work, encouraging hazard reporting, investigating incidents and near misses, and providing suitable equipment and personal protective equipment (PPE).

Daily Safety Checklist

Before starting work, ask yourself:

Is my work area clear and well lit?
Am I using the right equipment?
Is the load safe to lift?
Are walkways and stairs clear?
Am I wearing the correct footwear and PPE?

Manual handling injuries and slips, trips, and falls are predictable and preventable. By collaborating, adhering to safe practices, and speaking up when hazards are noticed, we can ensure everyone returns home safe and healthy after every shift.



ESG 20

JUNE 16TH - 17TH - 18TH 10AM - 2PM

Date: Wednesday17th June
Start Time: 12 Noon
Venue: The Dome

Gather your team and sign up for the Boulby Mine Fitness Games! This competition will feature teams of three competitors, who will face off in a series of strength and fitness trials.

THE PLANK ELIMINATOR
A battle of core strength and endurance. Contestants compete to see who can hold the plank position the longest.
- First competitor to drop earns 1 point, Second earns 2 points and so on.
- Points continue increasing until the final competitor remains and scores maximum points.

500KG SHIFT
A full team event where teams must move a combined total of 500kg using bars, kettlebells, plates, and other weights from one area to another.
🏆 The fastest team wins maximum points.

1 KILOMETRE ROWING SPRINT
Each team selects one competitor to complete a 1km rowing sprint on the rowing machine.
🏆 Fastest time wins maximum points.

THE DEADLIFT
One competitor from each team competes in an elimination deadlift challenge. Increasing weight will be added to the bar after each round.
🏆 The last competitor successfully lifting the bar from ground to hip level wins.

TUG OF WAR
A classic full-team strength contest. Two teams compete head-to-head by pulling on opposite ends of the rope.
🏆 Power, teamwork, and determination decide the winner.

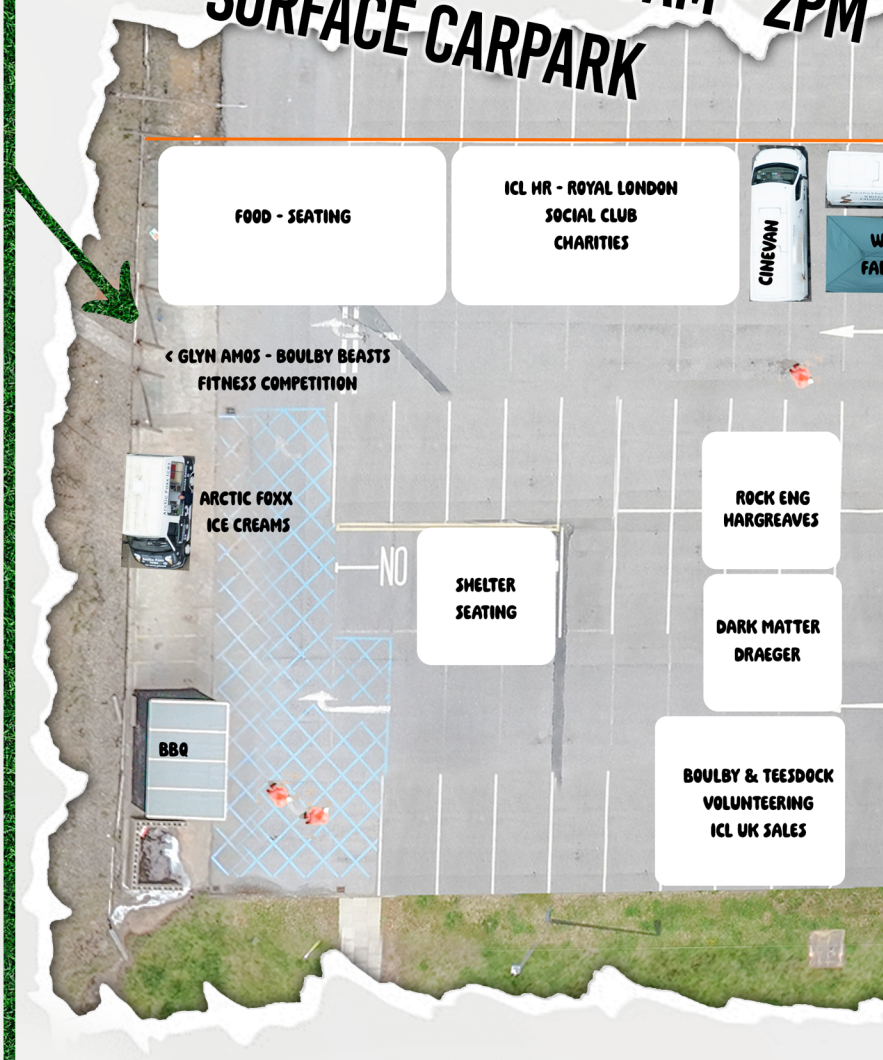
SHOULDER PRESS
Two competitors from each team combine their total number of shoulder presses. The challenge involves pressing a loaded bar overhead for maximum repetitions.
🏆 Highest combined total wins.

PRESS-UP MAX
An individual endurance challenge. Competitors perform as many press-ups as possible.
🏆 Highest number of press-ups wins maximum points.

TEAM RELAY — DOUBLE POINTS EVENT
A high-energy relay involving lifting, running, and fetching challenges with all team members taking part.
🔥 This event is worth DOUBLE POINTS.

Sign up now and become part of the Boulby Mine Fitness Games by e-mailing :

david.adams@icl-group.com
with your group names and team name!



Over ESG week there will be ranger led volunteering tasks for NYMNP with teams across the business helping to open footpaths and repair fences in the local area. If you are interested in volunteering please reach out to Katie.Robinson@icl-group.com or David.Adams@icl-group.com

Please note these opportunities are not just for ESG week they will run all year.

WEEK

026



MOBILE CLAY PIGEON SHOOTING

GBX SHOOTING

Champion Contract Services have again, kindly sponsored the clay shooting event at GBX shooting ground located just behind the rail loadout. Reserve your 15-minute slot with a fully qualified instructor today.

Contact: **Admin@ccsne.co.uk** to arrange your time slot.

UKRI Science and Technology Facilities Council

Boulby Underground Laboratory



VISTECH

Dräger

GREAT NORTH AIR AMBULANCE SERVICE

TEES RIVERS TRUST

Axe n Rose



INCA

Industry Nature Conservation Association



OVER THE ROAD :

- CLAY SHOOT >
- WELLY WANG >
- SURVEY DEPT >
- AXE THROWING >



Foundation

CLEVELAND POLICE

AMCO·GIFFEN

Hargreaves

mind Teesside

St John Ambulance

ENVIRONMENT

SOCIAL

GOVERNANCE

Foundation

Drop in sessions on the BORO bus are available throughout all three days so pop in and get your free health check.

CLEVELAND FIRE BRIGADE

ZOE'S PLACE BABY HOSPICE





KOMATSU

CERTIFIED - LEAN SIX SIGMA YELLOW BELT

Gary Bennison, Ventilation Overseer, has recently recieved his Lean Six Sigma Yellow Belt accreditation for his role in refining the tube bundling process in polyhalite retreat panels.



Previously, the installation of tube bundling faced significant hurdles, including equipment delivery delays and complex installation procedures. The traditional method required waiting for the panel's planned extraction distance before ordering equipment, leading to logistical delays and potential overlaps with production shifts. This not only hindered mining progress but also posed accessibility issues due to tubing clutter on the floor.

Gary led an improved approach that relocated tube bundling equipment to underground stores. This strategic move, coupled with the creation of a dedicated store in the polyhalite area, ensured that materials were readily available on-site. Enhanced communication with shift managers and the Operations Manager allowed installations to occur during downtime, minimising production impact.

The introduction of a new installation method, involving the use of a spindle-mounted defender and strategic use of carabiners, has streamlined the process. This method avoids potential damage and entanglement, while maintaining access to the district. The smart objective of reducing time and manpower in the ordering and installation process has been effectively met, resulting in minimised logistical delays

Congratulations to Lewis Gawthorpe on achieving his Lean Yellow Belt accreditation for his work on the project involving the removal of debris from the Disab Hoover. This initiative, which was previously featured in December's "Savings Spotlight" article of the Boulby and Teesdock Times, has received well-deserved recognition.



The project aimed to address the costly process of debris removal from the Disab Hoover at No.1 shaft bank. Initially, a third-party firm was responsible for emptying the debris, with a standard weekly cost of £155 for one emptying session. However, due to the substantial amount of dust extracted, there were several weeks when two emptying sessions were required, doubling the cost to £310 per week. These expenses accumulated to an annual cost of approx £16,000.

To tackle this challenge, Lewis collaborated with Dan Hogarth, one of the Shaft and Winder fabricators, to design and fabricate a custom sledge. The sledge features fork holes and predrilled holes for easy extraction, allowing the team to empty the hoover independently and with greater care.

This project has achieved significant cost savings. The process has been streamlined to a mere two-man hours per week for emptying and sweeping out, effectively reducing the annual expenditure. Moreover, the team has seen a decrease in downtime for the hoover, as they have taken ownership and become self-reliant in managing the equipment. This has eliminated issues with damaged doors or set products inside the hoover.

Once again, congratulations to both Gary and Lewis for their accomplishments.
We look forward to seeing more of theirs and others innovative contributions in the future.

UNSUNG HERO



Mike Verrill
- Shift Medic at Boulby Mine

Mike Verrill is the epitome of an unsung hero, dedicating his time and energy to volunteering in a variety of ways. His commitment to giving back not only enriches the community but also sets an inspiring example for his family, including his son Bodhi, who is following in his father's footsteps.

This year, Mike is volunteering for the Montane Spine Race, a grueling event that stretches over 268 miles along the Pennine Way. Having completed this daunting race himself last year for charity, Mike is now joining the Spine safety team. The race relies heavily on volunteers to ensure its success, and Mike will be stationed at Hut 1 in the Cheviots. This checkpoint serves as a rest area for the weary runners, where Mike will use his medical skills to help them refresh and continue their journey. His background in Mines Rescue and Lifeboat services makes him an invaluable asset to the team, although he hopes his medical skills will not be needed.

Mike's dedication to volunteering is mirrored by his son, Bodhi. At just 13 years old, Bodhi is actively involved with the Young Rangers, a program run by the National Parks. His tasks include manual labor such as trail clearing and planting, efforts that have contributed to the Coast-to-Coast path's preparation for its national trail status. This shared passion for service demonstrates that the spirit of volunteering runs deep in the Verrill family.

Mike's family's involvement with the Staintondale Pony Club spans over a decade. Both of Mike's children, Bodhi and Saffron, have been part of this community, earning badges and developing skills much like Scouts and Guides. Mike himself has played a crucial role as the appointed first aider at rallies and camps. His wife contributed by serving on the committee, organizing events, and camps for the club. Mike's responsibilities often included moving jump trailers and setting up event venues, always ready to lend a helping hand.

In addition to his volunteering efforts, Mike has had a longstanding career at Boulby. He began working for Amco in 2002 and transitioned to ICL in 2004. Before settling into his current role, he spent several years backpacking and working overseas, enriching his life with diverse experiences.

Mike Verrill's story is one of dedication, adventure, and a profound commitment to community service. His efforts in the Montane Spine Race and various other causes highlight the impact that one person can have. With his son Bodhi already engaged in volunteering, their legacy of service can continue for generations. Their story serves as a reminder of the power of volunteering and the difference it can make in the community.

YOUR TIME - YOUR CAUSE OUR SUPPORT

Scan the QR code to access the We**Care** app on sharepoint, and start logging your hours now!

Whether you lend a hand at a food bank, volunteer with organisations like St. John Ambulance, or support local groups such as Scouts, Brownies or a sports team, your time and effort make a significant impact.

ICL is proud to support your dedication by donating to your chosen eligible nonprofit organisation. Your commitment to volunteering can help secure funds for the causes you care about. If you require any assistance in this please contact: **Katie.robinson@icl-group.com**

Track Your Time, Make It Count

Log your personal volunteering hours in the **WeCare App** to unlock ICL support.

Matching Donations for Your Volunteering

ICL will donate to your chosen **eligible nonprofit** based on your personal volunteering hours:

Your Volunteering	Your Volunteering	Your Volunteering
30+ hours/year	60+ hours/year	Group of 5+ (75+ hours total)
ICL Donation	ICL Donation	ICL Donation
5$ per hour	10$ per hour	5$ per hour per person

Quality Matters - PART 2

REDUCED WAITING TIME
IMPROVED DECISION MAKING
ENHANCED DATA OWNERSHIP

Cost of Poor Quality (CoPQ Iceberg)

Traditional Quality Costs

- Customer Returns
- Rework
- Testing Costs

Hidden Costs

- Damaged Brand Reputation
- Lost Sales
- Expediting Costs
- Unused Capacity
- Planning Delays
- Complaint Handling
- Overdue Deliverables
- Testing Costs
- Excessive Overtime

Operational efficiency and prompt decision-making are key. A step in this direction is the empowerment of plant operators to perform Particle Size Distribution, size analysis directly within the plant. This approach aims to reduce the waiting time for lab results and improve data ownership, ultimately leading to more responsive and efficient plant operations.

Traditionally, size analysis for granular products has been conducted in our laboratories. While this ensures accuracy, the process is time-consuming, often taking between 1.5 to 2 hours. This delay is due to logistical constraints and the labs' multiple commitments and priorities. Waiting for these results can hinder quick decision-making, particularly when quality issues arise.

By enabling plant operators to perform PSD analysis on-site, several benefits can be achieved:

- Reduced Waiting Time: Conducting the size analysis in-plant reduces the waiting period to approximately 30 minutes. This significant time saving allows for faster responses to quality problems.

- Improved Decision-Making: With faster access to PSD data, the operations team can make quicker decisions regarding plant shutdowns or screen inspections. This agility is crucial in maintaining product quality and minimising downtime.

- Enhanced Data Ownership: When plant operators are responsible for conducting PSD analysis, they take greater ownership of the plant's operational data. This fosters a proactive approach to quality management.

To ensure the success of this initiative, a training program will be implemented. All plant operators will be fully trained by the lab team to meet required standards. The training program will be documented in a training pack, ensuring consistency and competence across the board.

By investing in the skills and capabilities of plant operators, we can achieve greater operational efficiency, reduced downtime, and improved product quality. This initiative not only enhances the responsiveness of the operations team but also empowers them to take charge of the plant's performance, aligning with the broader goal of operational excellence.

Remember:
We are all responsible for the quality!
If you would like to discuss anything quality related, please contact **glen.collins@icl-group.com**

CONTROLS SAVE LIVES

The controls we have in place help to ensure that everyone leaves work as safely as they arrived.

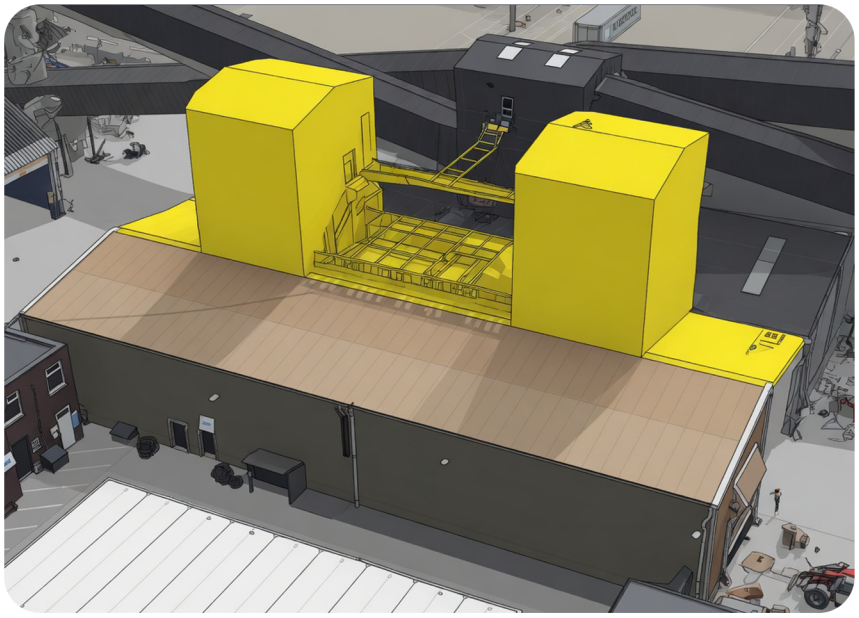
YouTube

Start Safe. Finish Safe.



Pre-use checks on mobile plant and equipment involve inspecting them before use

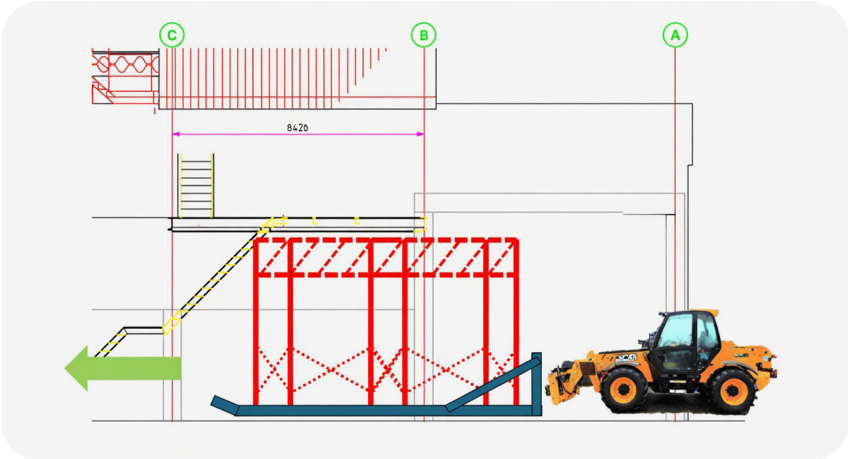
INNOVATIVE IDEAS AT TEESDOCK A&B LOADING BAYS



As we continue to prioritise safety and efficiency in our projects, its worth sharing a solution that addressed a critical aspect of the A&B Loading Bays' demolition process at teesdock. Our engineering team along with Don Valley Engineering and Alti Scaffold developed an innovative temporary works solution designed to support the primary structural members of the loading bays, which is essential in preventing the risk of progressive collapse during the ongoing demolition of the towers.

OVERVIEW OF THE SOLUTION

The proposed solution involved the creation of a robust skid with an integrated scaffold support system. This skid is engineered to be positioned strategically beneath the redundant platforms of the loading bays. Key to this design is the use of a tele-handler, which allows for the skid to be maneuvered into place without requiring personnel to enter hazardous areas. This not only enhances safety but also ensures that our team can perform the demolition tasks with minimal risk.



BENEFITS OF THE TEMPORARY WORKS SOLUTION

1. Safety First: By eliminating the need for personnel to work in potentially dangerous zones, we significantly reduce the risk of accidents during this phase of demolition.
2. Efficient Operation: The skid and scaffold support system is designed for quick deployment. This efficiency will help us maintain our project timeline and minimize disruption to adjacent structures.
3. Structural Integrity: Supporting the primary structural members with this innovative solution ensures the loading bays remain stable during demolition, thus safeguarding nearby buildings and infrastructure.
4. Adaptability: The skid system is flexible and can be easily adjusted to accommodate various loading conditions and configurations.

Vaping on site







It's come to our attention that vaping may be happening in non designated areas. Please remember vaping is restricted to exactly the same areas as smoking, vaping is not allowed outside of these areas.

Here is a map of all our designated smoking/vaping areas as a reminder. Please be respectful of others and our company policy.

MID-YEAR PERFORMANCE & DEVELOPMENT REVIEW 2026

The mid-year reviews are almost upon us. Opposite is some key info regarding the process.



What You Need to Know
- All employees are encouraged to complete their self-review within the review window.
- The self-review helps ensure your achievements, challenges and goals are accurately captured.

Employees with IT access will access their goals through MyHR in SuccessFactors.

Employees who do not have access to IT systems:
- Do not need to complete a self-review
- Their input will be captured by their manager
- Managers will discuss performance points directly with the employee

Tips for a Strong Review
- Reflect on your key achievements and contributions
- Highlight any development or training needs
- Be open and honest during discussions with your manager

Stay Engaged
Your performance review is an opportunity to:
- Celebrate progress
- Align on goals - Where can you contribute?
- Support your career growth

Mid-year review dates and timelines:

Self Review
22nd June - 13th July

Manager Review
14th July - 14th August

ROYAL LONDON

Pension Update

As we come to the end of the annual site visit from our IFA's Richard and Simon we hope you have had the chance to meet with them. If for any reason you have not and still wish to have a call, we can still put you in touch with them to arrange this.

Royal London will be on site during ESG week (16th 17th 18th June) so it's another opportunity for you to ask more general questions about pensions. They will be promoting the use of the Royal London app and all the general financial wellbeing information that is available for you on their website.

Top tip **-** please take the time to review your pension beneficiaries, in HR we do come across situations where ex partners are nominated and not immediate family members. Don't make this mistake, it's very easy to nominate and review your nomination on the Royal London app. Prior nominees from your AVIVA pension prior to transfer to Royal London are not transferred, so you do need to take action to do this.

We have had interest in making lump sum payments outside of the payroll window last month, its easy for you to make a net lump sum payment direct to Royal London at any time via the Royal London app following some simple steps.

1.Log in to the app
2.Select your workplace pension plan
3.Underneath the plan value is a 'transfer or pay in' button, click to follow the link to select to make a single contribution and it will take the member to a form to complete with instructions on how to make the payment.

As any payments you make direct to Royal London this way are made net, after tax deduction, Royal London will automatically gross the payment back up to add back tax relief to whatever is paid by the member. This is at the lower tax rate of 20% so higher rate tax payers can claim the difference between the lower and higher rate tax back from HMRC and have this adjust their personal tax code; both our IFA's, Richard and Simon, can advise on how to do this easily as it is a straightforward process.

We have also had some questions raised on the opportunity to increase your monthly pension contribution once a year. You will remember we said May is the month to make the adjustment. We know those under the CLA have not finalised the pay negotiations so once complete we will open another window to allow those who did not increase their contribution level in May, to do so in the month the pay negotiations closes. This will still mean every employee has only a single opportunity to increase their pension contribution in the year, but there will be two opportunities to action it. Once pay negotiations close, we will communicate when this window will open.

Remember if you have any questions about your company pension please don't hesitate to reach out to your HR team, we are here to help.

Protect Your Hearing



What is Industrial Hearing Loss?

A type of Noise-Induced Hearing Loss caused by long-term exposure to loud workplace noise.

- Happens gradually, often unnoticed
- Permanent and irreversible
- Common in construction, factories, military, and engineering areas

How to Protect Yourself

- Wear hearing protection
- Follow workplace safety rules
- Take regular breaks from noise
- Keep a safe distance from loud machinery
- Report faulty or excessively loud equipment

Contact the medics:
medics@icl-group.com
01287 646523
EXT 3298

To learn more about protecting your hearing, please scan the QR code and watch the video

YouTube

Poly Plant:

The plant produced 67,886 tonnes of Granular and Standard product. The plant performed well throughout April; however, the budget was not achieved due to external factors. The average run rate was 112 tph, and the average run time was 21.3 hours per day. Granular yield was 48% during April, slightly above the 47% target. The theoretical yield based on ROM PSD was 45%. Ongoing improvement projects aimed at increasing granular yield include investigating the PSD in different areas of the mine and improving crusher control in the poly plant. GRN grades were consistently good throughout April, with an average of 14.6% K_2O for granular product.

The most significant breakdowns Poly Plant:

- 21.5 hours due to blockages caused by large rocks in feed
- 3.25 hours due to wet ore
- 2.5 hours due to screen mesh changes

PotashpluS Plant:

The plant operated for 19 days, producing 14,958 tonnes of PotashPlus 37%. The plant exceeded budget due to the extended production run. The average run time was 17.5 hours per day, and the average run rate was 39 tph. Average K_2O for PotashPlus 37% was 37.7%, and average degradation was 3.3%. The average gas consumption was 172 kWh/t.

Significant breakdowns PotashpluS plant:
During 37% production

- 175 hours due to planned maintenance
- 96 hours due to market driven production cuts
- 13.5 hours due to wetting drum blockages
- 6 hours due to Mogenson screen blockage

Salt Plant:

A total of 23,960 tonnes of 10 mm salt were processed and shipped during April. There were no significant delays to processing during April. The average plant run rate was 320 tph, rates improved to 16 sph. Anti cake consumption averaged 52 ppm during the month. The anti cake mixing project is now operational. The salt plant screens will be changed to produce 6mm salt in May due to Market demand.

Product	Target	Actual
Poly Hoist	77,000	70,028
Salt Hoist	28,000	23,960
Total Poly Processed	68,628	67,886
PotashpluS 37% Produced	8,920	14,958

Production Figures

April 2026

Cleveland Potash Social Club

Social Club Draw May 2026 Winners:

1st Mark Duboczky - 103441 - £200
2nd Mark Allen – 104042A - £150
3rd Martyn Say – 104113 - £100

CPL.SocialClub@icl-group.com

The Social Club subsidises events to keep them affordable for everyone. Please let us know as soon as possible which events you're interested in, and feel free to share any other suggestions.

Tickets are subject to availability.

Saturday 13th June - Ultimate Rave Bingo at the Royal Hotel Whitby starts at 17:30 to 22.30. Closing date ASAP or at the latest 31/05/2026
Tuesday 16th June 2026 Fishing Trip departs 08.30am all day aboard the Three Sisters from Staithes – only 2 places left! Please let us know if you are interested in any other dates or a Wildlife Trip later in the year. Closing Date ASAP

Saturday 11th July Summer Sounds Rock/Pop Legends Tributes at Guisborough Rugby Club - Closing Date 30/06/2026
Tuesday 14th to Friday 17th July 2026 Great Yorkshire Show tickets are for 1 specified day only. Closing Date 26/06/2026

Tuesday 21st July 2026 11:00 am Cricket Yorkshire v Hampshire at Scarborough Cricket Ground. Closing Date 10/07/2026
Friday 31st July, Saturday 1st August & Sunday 2nd August 2026 Whitby Traction Engine Rally – with Live Music and Fireworks Saturday Evening tickets are for 1 specified day only. Closing Date 10/07/2026

Tours of Whitby Brewery and Music Events – throughout the Summer, places are very limited so please let us know if you are interested then we can arrange a suitable date. Live Bands on Friday and Saturday evenings 19:00 to 21:00 then the brewery closes.



THREE SISTERS SEA TRIPS
6 HR SEA FISHING TRIP ON THE THREE SISTERS FROM STAITHES THERE ARE 2 PLACES AVAILABLE ON16/06/2026 OTHER DATES CAN BE ARRANGED IF ENOUGH INTEREST.

WE WANT YOUR IDEAS FOR 2026

Friday 7th August 2026 11:00am Cricket Yorkshire v Derbyshire Falcons at Scarborough Cricket Ground. Closing Date 31/07/2026

Wednesday 26th August Egton Show - Closing date 31/07/2026
Friday 4th September Golf Competition at Romanby Golf Club Northallerton organiser Jonathan Tremain. Closing Date 31/05/2026

Day at the Races – date and venue TBC please express your interest
Saturday 19th September 2026 Stokesley Show Tickets Closing date 24/08/2026

Saturday 17th October Ultimate Rave Bingo at the Royal Hotel Whitby starts at 17:30 to 22.30. Closing date 30/09/2026
Pantomime in December Shutdown
Venue and date TBC please express your interest.

To book any of the above a £10.00 deposit is required per ticket this will be refundable after you have attended the event.
Email CPL.SocialClub@icl-group.com with any ideas. Look out for our posters and membership application forms in the ESB Building and MSB Building near the clocking in/out machines

USEFUL LINKS & INFORMATION

Careers

ICL

CHAMPION

Boulby Mine Community Hub

THE DOME
DETERMINATION OF MIND & EXERCISE

Defibrillator Locations Across Boulby



Have your say!

If you have anything you would like to see featured in our monthly newsletterplease contact:

David.Adams@icl-group.com

Follow us on:

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01287 640140
Teesdock
01642 457131
Medical
01287 646523
EXT 3298